



General Assembly

January Session, 2007

Raised Bill No. 7317

LCO No. 4858

* ____HB07317LAB__031407____*

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT ALLOWING RETENTION OF PAID VACATION DAYS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2007*) If an employer, excluding
2 the state, municipalities, local or regional boards of education and
3 private or parochial elementary or secondary schools, provides paid
4 vacation days to its employees, and an employee of such employer
5 does not use all of his or her paid vacation days during the calendar
6 year in which such days accrue, the employer shall elect either to (1)
7 permit the employee to use such vacation days during the calendar
8 year following the last day of the calendar year in which such vacation
9 days accrued, or (2) make a lump sum payment to the employee,
10 before the end of the calendar year following the last day of the
11 calendar year in which such unused days accrued, equal to, for each
12 unused vacation day, the employee's base pay per day at the time such
13 vacation day accrued. Nothing in this section shall be deemed to
14 require any employer to provide paid vacation days or to impair or
15 alter the provisions of any collective bargaining agreement relating to
16 the provision or use of vacation days. Any employer that violates the
17 provisions of this section shall be liable to the Labor Department for a

18 civil penalty of not more than two hundred fifty dollars for each such
19 violation.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>October 1, 2007</i>	New section
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LAB *Joint Favorable*